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ONTARIO PUBLIC SERVICE PAY EQUITY PLAN

BARGAINING UNIT —

ONTARIO PUBLIC SERVICE EMPLOYEES UNION

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PLANNING & ZONING

PAY EQUITY PLAN

This Pay Equity Plan represents the agreement negotiated between the employer as represented by Management Board of Cabinet and the Ontario Public Service Employees Union (OPSEU). It covers employees appointed under the *Public Service Act* who are represented by the Ontario Public Service Employees Union (OPSEU).

A. Adjustment Date

The first pay equity adjustment in this Plan is effective from January 1, 1990.

B. Establishment

This Plan refers to all work locations of the Ontario Public Service (OPS).

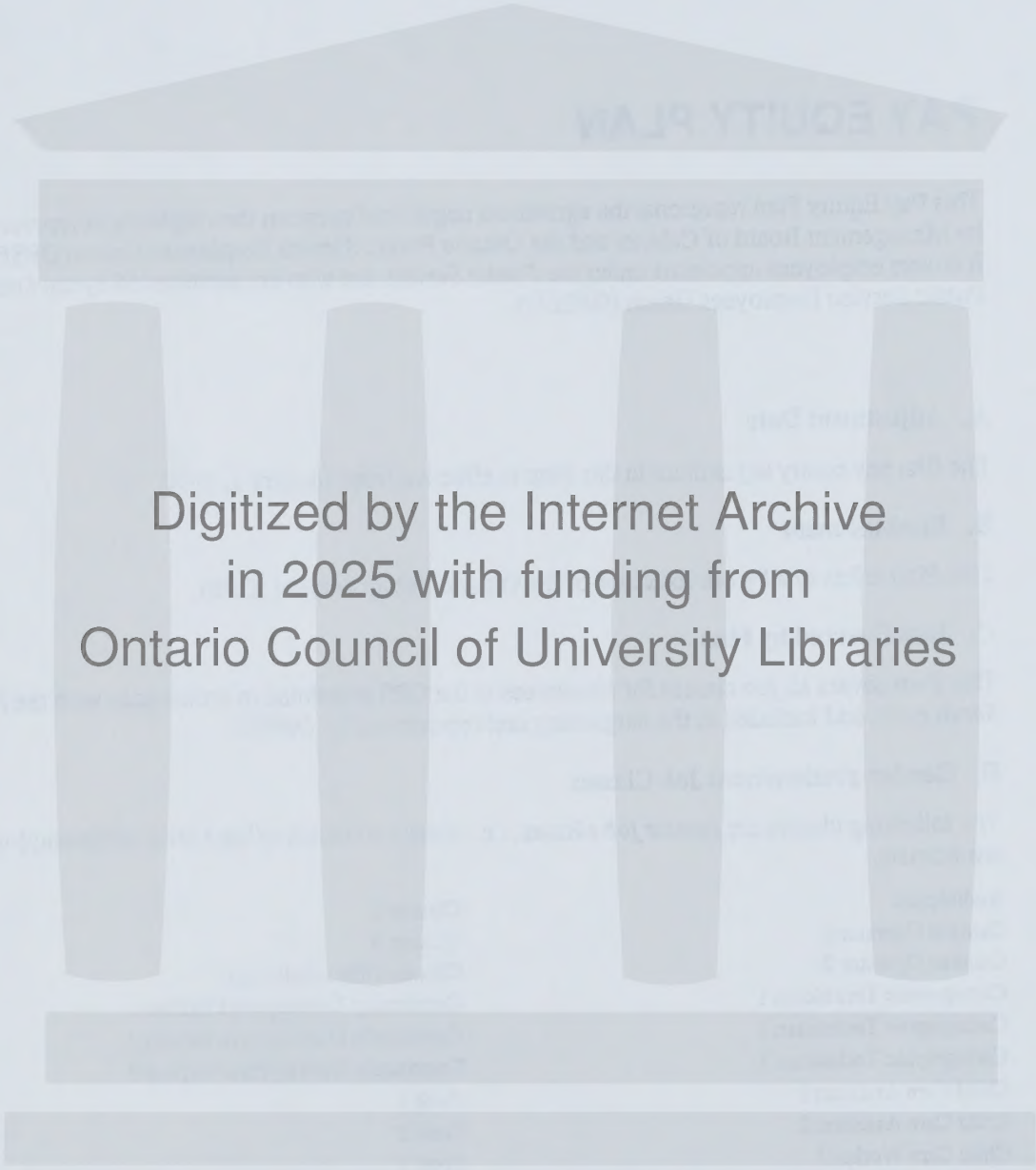
C. Jobs Covered by Plan

This Plan covers all job classes for employees in the OPS appointed in accordance with the *Public Service Act*, and included in the bargaining unit represented by OPSEU.

D. Gender-predominant Job Classes

The following classes are ***female job classes***, i.e., classes in which at least 60% of the employees are women:

Audiologist
Canteen Operator 1
Canteen Operator 2
Cartographic Technician 1
Cartographic Technician 2
Cartographic Technician 3
Child Care Assistant 1
Child Care Assistant 2
Child Care Worker 1
Child Care Worker 2
Child Care Worker 3
Child Care Worker 4
Cleaner 1
Cleaner 2
Cleaner 3
Cleaner Office Buildings
Community Development Officer 1
Community Development Officer 2
Community Development Officer 3
Cook 1
Cook 2
Cook 3
Counsellor 1 (Residential Life)
Counsellor 2 (Residential Life)
Counsellor 3 (Residential Life)
Court Reporter 1



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(Gender-predominant job classes continued)

Court Reporter 2
Court Reporter 3
Data Processing Technician 1
Data Processing Technician 2
Data Processing Technician 3
Data Processing Technician 4
Data Processing Technician 5
Data Processing Technician 6
Data Processing Technician 7
Dental Assistant
Dental Hygienist
Deputy 1 Administration of Justice
Deputy 2 Administration of Justice
Deputy Senior 1 Administration of Justice
Dietitian 1
* Economist 1
* Economist 2
* Employment Standards Auditor 1
Hairdresser
Helper Food Service
Historical Research Officer 1
Historical Research Officer 2
Home Economics Assistant 1
Home Economics Assistant 2
Home Economist 1
Home Economist 2
Home Economist 3
Housing Analyst 1
Housing Analyst 2
Indian Development Officer
Information Officer 1
Information Officer 2
Information Officer 3
Information Officer 4
Instructor 1 (Occupational)
Instructor 2 (Occupational)
Instructor 3 (Occupational)
Instructor 4 (Occupational)
Instructor 1 Recreation & Crafts
Instructor 2 Recreation & Crafts
Instructor 3A Recreation & Crafts
Laboratory Attendant 1
Laboratory Attendant 2
Language & Citizenship Training Specialist 1
Laundry Worker 1
Laundry Worker 2
Laundry Worker 3
Laundry Worker 4
Laundry Worker 5
Legislative Assistant Editor
Librarian 1
Librarian 2
Librarian 3
Librarian 5
Library Technician 1
Library Technician 2
Library Technician 3
Library Technician 4
Medical Assistant 1
Medical Assistant 2
Medical Assistant 3
* Museum Assistant 2
Nurse 1 Clinic
Nurse 2 Clinic
Nurse 1 General
Nurse 2 General
Nurse 3 General
Nurse 1 Nursing Education
Nurse 2 Nursing Education
Nurse 3 Nursing Education
Nurse 1 Public Health
Nurse 2 Public Health
Nurse 3 Public Health
Nurse 2 Special Schools
Nurse 3 Special Schools
Nutritionist 1
Occupational Therapist 1
Occupational Therapist 2
Occupational Therapist 3
Office Administration 1
Office Administration 2
Office Administration 3
Office Administration 4
Office Administration 5
Office Administration 6
Office Administration 7
Office Administration 8
Office Administration 9
Office Administration 10
Office Administration 11
Office Administration 12
Office Administration 13
Operator 1 Microfilm
Operator 2 Microfilm
Operator 3 Microfilm
Operator 4 Microfilm

(Gender-predominant job classes continued)

Pharmacist - Staff
Pharmacy Technician 1
Pharmacy Technician 2
Psychiatric Nursing Assistant 1
Psychiatric Nursing Assistant 2
Psychiatric Nursing Assistant 3
Psychiatric Nursing Assistant 4
* Psychometrist 1
Records Officer 1
Records Officer 2
Records Officer Junior
Residence Counsellor 1
Residence Counsellor 2
Residence Counsellor 3
Sewer 1
Sewer 2
Social Work Assistant
Social Work Supervisor 1
Social Work Supervisor 2
Social Worker 1
Social Worker 2
Speech Therapist
Supervisor 1 Food Service (B/U)
* Technician 1 Chemical Laboratory
* Technician 2 Chemical Laboratory
Technician 1(A) X-Ray
Technician 1(B) X-Ray
Technologist 1 Medical Laboratory
Technologist 2 Medical Laboratory
Technologist 3 Medical Laboratory
Trainee (MRCC) Health
Translator 1
Translator 2
Translator 3
Travel Counsellor 1
Travel Counsellor 2
Travel Counsellor 3
Volunteer Services Assistant
Volunteer Services Organizer
Welfare Field Worker 1
Welfare Field Worker 2
Welfare Field Worker Probationary

*** Female job class in gender neutral series**

The following classes are ***male job classes***, i.e., classes in which at least 70% of the employees are men:

Accident Claims Supervisor 2
Adviser Ontario Police Commission
Agricultural Officer 2
Agricultural Technician 1
Agricultural Technician 2
Agricultural Technician 3
Agricultural Worker 1
Agricultural Worker 2
Agricultural Worker 3
Agricultural Worker 4
Air Engineer
Ambulance Officer 2
Ambulance Officer 4
Architectural Job Captain 1
Architectural Job Captain 2
Architectural Job Captain 3
Archivist 2
Archivist 3
Area Supply Supervisor (BU)
Artisan 2
Artisan 3
Athletics Supervisor
Attendant 2 Oak Ridge
Attendant 3 Oak Ridge
Audiological Services Technician
Baker 2
Biologist 1
Biologist 2A
Biologist 2B
Biologist 3 (B/U)
Boiler Inspector
Bookbinder 1
Bookbinder 2
Bridge Operator
Buildings Caretaker 1
Buildings Caretaker 2
Buildings Caretaker 6
Buildings Cleaner & Helper 3 (BU)
Butcher 1
Cable Ferry Operator 2
Cartographer 2
Cartographer 3
Cartographer 4
Chief Instructor Ontario Police College

(Gender-predominant job classes continued)

Clerk 1 Supply
Clerk 2 Supply
Clerk 3 Supply
Clerk 4 Supply
Clerk 5 Supply
Clerk 6 Supply
Clerk 7 Supply (BU)
Communications Technician 1
Communications Technician 2
Communications Technician 3
Construction Inspector
Construction Superintendent 1
Construction Superintendent 2
Construction Superintendent 3
Correctional Officer 2
Correctional Officer 3
Dairy Fieldworker 2
Dairy Fieldworker 3
Deckhand
Deputy Director Ontario Police College
Designer 1
Designer 2
Drafter 1
Drafter 2
Drafter 3
Drafter Tracer
Driver Examination Supervisor 1
Education Adviser
Education Officer
Electronics Repairer
Electronics Technician
Electronics Technician 2 Government Services
Elevator Attendant
Elevator Inspector 1
Elevator Mechanic 1
Elevator Mechanic 2
Engineering Services Officer 2
Engineering Services Officer 3
Engineering Services Officer 4
Engineering Services Officer 5
Environmental Officer 2
Environmental Officer 3
Environmental Officer 4
Environmental Officer 5
Environmental Technician 2
Environmental Technician 3
Environmental Technician 4
Estimator & Quantity Surveyor 1
Estimator & Quantity Surveyor 2
Farm Products Inspector 2
Ferry Mate
Field Worker 1 Homes for Special Care
Field Worker 2 Homes for Special Care
Fire Safety Inspector 1
Fire Safety Officer 1
Fire Safety Officer 2
Fire Safety Officer 3
Fire Services Adviser 1
Fire Services Adviser 2
Fire Services Investigator 1
Fire Services Investigator 2
Forensic Analyst 1
Forensic Analyst 2
Forensic Analyst 3
Forester 2A
Forester 2B
Forester 3
Forester 4
Forester 5
Garage Attendant
Garage Attendant Supervisor
Geologist Assistant 2
Geologist Assistant 3
Geologist Assistant 4
Geoscientist 2
Geoscientist 3
Geoscientist 4
Highway Carrier Inspector 3
Highway Construction Inspector 2
Highway Equipment Operator 1
Highway Equipment Operator 2
Highway Equipment Operator 3
Highway Equipment Operator 4
Highway Equipment Supervisor 1
Highway Equipment Supervisor 3
Highway General Foreman/woman 1
Highway Labour Foreman/woman
Highway Services Supervisor
Hospital Housekeeper 1 (BU)
Hospital Housekeeper 2 (BU)
Immigration Officer
Industrial Development Officer 1
Industrial Development Officer 2
Industrial Development Officer 3
Industrial Training Officer 2
Industrial Officer 1
Industrial Officer 2
Industrial Officer 3
Inspector 2 Drilling & Production
Inspector of Signs & Building Permits 1

(Gender-predominant job classes continued)

Inspector of Signs & Building Permits 2
Inspector of Surveys 2
Inspector of Vital Statistics
Inspector of Weighers & Checkers 2
Inspector 1 Vehicle Inspection
Inspector 2 Vehicle Inspection
Instructor 1 Ontario Fire College
Instrument Repairer 2
Instrument Repairer Foreman/woman
Instructor 1 Ontario Police College
Instructor 2 Ontario Police College
Instructor 3 Ontario Police College
Intelligence Officer Ontario Police Commission
Investigator 1 Agricultural Products
Investigator 1 Ontario Securities Commission
Investigator 2 Ontario Securities Commission
Junior Drafter
Landscape Worker
Lecturer 2 Agricultural School
Lecturer 3 Agricultural School
Legal Survey Examiner 3
Legal Survey Examiner 4
Lineman/woman
Maintenance Bricklayer
Maintenance Carpenter
Maintenance Carpenter Foreman/woman
Maintenance Electrician
Maintenance Electrician Foreman/woman
Maintenance Foreman/woman
Maintenance Machinist
Maintenance Mason
Maintenance Mechanic 1
Maintenance Mechanic 2
Maintenance Mechanic 3
Maintenance Painter & Decorator
Maintenance Painter & Decorator Forman/woman
Maintenance Plasterer
Maintenance Plumber
Maintenance Plumber Forman/woman
Maintenance Refrigerator Mechanic
Maintenance Sheet Metal Worker
Maintenance Steamfitter
Maintenance Superintendent 1
Maintenance Superintendent 2
Maintenance Welder
Manual Worker
Marine Engineer 1
Marine Engineer 2
Meat Inspector 1
Mechanic 1
Mechanic 2
Mechanic Foreman/woman
Mine Rescue Training Officer 1
Mine Rescue Training Officer 2
Motor Vehicle Operator 1
Motor Vehicle Operator 2
Museums Adviser
Northern Affairs Officer 1
Northern Affairs Officer 2
Occupational Health & Safety Inspector 2
Operator 1 Bindery Equipment
Operator 2 Bindery Equipment
Operator 3 Bindery Equipment
Operator 2 Offset Equipment
Operator 3 Offset Equipment
Operator 4 Offset Equipment
Operator 1 Whiteprint Equipment
Parking Attendant
Parks Planner 2 (B/U)
Parks Planner 3
Personality Valuator 1
Pest Control Officer 3
Photogrammetrist 2
Photogrammetrist 3
Photogrammetrist 4
Pilot
Platemaker 2
Powderman/woman
Preparator 1
Preparator 2
Printing Estimator
Property Assessor 1
Property Assessor 3
Property Assessor 4
Provincial Bailiff 1
Provincial Bailiff 2
Public Health Inspector 1
Public Health Inspector 3
Publicity Photographer 1
Publicity Photographer 2
Publicity Photographer 3
Radiation Protection Physicist 1
Radio & TV Repairer
Real Estate Officer 1 (BU)
Real Estate Officer 2
Real Estate Officer 3
Recreation Officer 2 Correctional Services
Recreation Officer 3 Correctional Services (BU)
Research Officer 1 Transportation&Communication
Research Officer 2(A) Transportation&Communication

(Gender-predominant job classes continued)

Research Officer 2(B) Transportation&Communication
Research Scientist 3 Natural Resources
Research Scientist 4 Natural Resources
Research Scientist 5 Natural Resources
Resource Technician 1
Resource Technician 2
Resource Technician 3
Resource Technician Senior 1 (BU)
Resource Technician Senior 2 (BU)
Resource Technician Senior 3 (BU)
Resource Technician Senior 4 (BU)
Resources Manager 2
Resources Manager 3 (BU)
Resources Manager 4
Review Supervisor 2
Safety Instruction Officer 1
Safety Instruction Officer 2
Safety Instruction Officer 3
Scientist 1
Scientist 2
Scientist 3
Scientist 4
Security Officer 1
Security Officer 2
Security Officer 3
Senior Air Engineer
Senior Biologist
Senior Bridge Operator
Senior Marine Engineer 1
Senior Marine Engineer 2
Service Areas Inspector
Service Areas Manager
Services Officer 1 (BU)
Services Supervisor 2
Sheriff's Officer 1
Sheriff's Officer 2
Sign Painter
Sign Painter Foreman/woman
Sign Painter Helper
Sign Painter Improver
Specification Officer 2
Specification Officer 3
Standards Officer 2 Industrial Training
Steam Plant Engineer 1
Steam Plant Engineer 2
Steam Plant Engineer 3
Steam Plant Technician 2
Supervisor 2 Municipal Organization & Administration
Technical Consultant 1
Technician 1 Construction
Technician 2 Construction
Technician 3 Construction
Technician 4 Construction
Technician 1 Engineering Office
Technician 2 Engineering Office
Technician 1 Engineering Survey
Technician 2 Engineering Survey (BU)
Technician 3 Engineering Survey
Technician 4 Engineering Survey
Technician Equipment Development
Technician 3 Field
Technician 4 Field
Technician 5 Field
Technician 2 Fuel
Technician 3 Fuel
Technician 1 Legal Survey
Technician 2 Legal Survey
Technician 3 Legal Survey
Technician 1 Municipal Engineering
Technician 2 Municipal Engineering
Technician 2 Photographic
Technician 3 Photographic
Technician 4 Photographic
Technician 2 Physical Laboratory
Technician 3 Physical Laboratory
Technician 4 Physical Laboratory
Technician 5 Physical Laboratory
Technician 3 Radiation
Technician 4 Radiation
Technician 1 Road Design
Technician 2 Road Design
Technician 3 Road Design
Technician 4 Road Design
Technician 2 Survey
Technician 3 Survey
Technician 3 Traffic
Technician 4 Traffic
Trade Instructor 2
Trade Instructor 3
Trades Apprentice
Traffic Patroller 2 Transportation&Communication
Transport Despatcher
Transport Driver
Upholstery Repairer
Vocational Training Supervisor 1
Waste & Water Project Operator 1
Waste & Water Project Operator 2
Water Level Control Supervisor

E. Method of Comparison

Because of the wide variety of work being done in the OPS none of the existing job evaluation systems could be used for pay equity. Therefore the employer and OPSEU jointly developed a job comparison approach.

This approach uses a comparison method that does not discriminate against either gender to identify and compare the kinds of work done by bargaining unit employees in the OPS. This is not a new job evaluation system. Rather, it reviews the value of male and female classes according to the four factors cited in the *Pay Equity Act* as the basis for comparison: skill, effort responsibility, and types of working conditions. The survey was sent to over 21,000 employees to gather job information based on these factors. These survey responses were analyzed statistically.

The analysis included calculating a numerical score for each job class sampled. The numerical scores represent an average for the class, not for any individual job. The factors used for this calculation were a composite of skill, effort, responsibility and working conditions as required by the *Pay Equity Act*. Major elements in these factors were as follows:

- Knowledge and Mental Demands
- Planning/Information
- Other Languages
- Computers
- Concentration
- Extra Effort
- Caring for People
- Responsibility for Staff
- Administrative Responsibilities
- Methods Input
- Confidentiality
- Financial Processing
- Impact of Errors
- Outdoor/Isolated Conditions
- Physical Demands and Working Conditions

The numerical scores for female job classes were then compared to the numerical scores of male job classes. Jobs with comparable scores were determined to be of equal value. All resulting comparisons are listed below as agreed to by the parties. These comparisons provide the base for adjusting salary rates of existing female classes where necessary.

F. Comparison Results

The following is a list of male and female job classes found to be of equal or comparable value.

The *Pay Equity Act* allows for comparison based on a group of jobs approach where classes are arranged in a series, e.g., Translator 1, Translator 2, Translator 3. The level in the series with the largest population is compared to a male job class of equal or comparable value as specified in the *Pay Equity Act*, and the resulting dollar adjustment is applied to every level in the series.

Exceptions to this approach are identified by footnotes.

Female Job Class	Male Job Class	Difference In Compensation at the Job Rate
Audiologist	Specification Officer 3	$2.12
Canteen Operator 1	Technician 3 Traffic	$1.50
Cartographic Technician 3	Maintenance Mechanic 2	No adjustment
Child Care Worker 2	Agricultural Worker 4	$2.55
Cleaner 1	Buildings Caretaker	$1.17
Cleaner Office Buildings	Technician 3 Traffic	$2.03
Community Development Officer 2	Specification Officer 3	$0.33
Cook 1	Agricultural Worker 1	$0.95
Counsellor 2 (Residential Life)	Clerk 6 Supply	$2.07
Court Reporter 2	Ambulance Officer 4	No adjustment
Data Processing Technician 4	Ambulance Officer 4	$0.64
Dental Assistant	Maintenance Mechanic 2	No adjustment
Dental Hygienist	Maintenance Machinist	No adjustment
Deputy 2 Administration of Justice	Cartographer 4	$0.93
Deputy Senior 1 Administration of Justice	Technician 4 Road Design	$2.63
Dietitian 1	Specification Officer 3	$6.74
* Economist 1	Technician 2 Engineering Office	$2.76
* Economist 2	Technician 2 Engineering Office	$2.76
* Employment Standards Auditor 1	Geologist Assistant 3	$1.71
Hairdresser	Maintenance Mechanic 2	$1.57
Helper Food Service	Technician 3 Traffic	$1.03
Historical Research Officer 2	Specification Officer 3	$4.08
Home Economist 3	Specification Officer 3	$0.02
Housing Analyst 2	Agricultural Worker 4	No adjustment
Indian Development Officer	Ambulance Officer 4	No adjustment
Information Officer 3	Agricultural Officer 2	$3.52
Instructor 2 (Occupational)	Clerk 6 Supply	$2.07
Instructor 2 Recreation & Crafts	Clerk 6 Supply	$2.07
Laboratory Attendant 2	Maintenance Mechanic 2	$1.33
Language & Citizenship Training Specialist 1	Specification Officer 3	$0.13
Laundry Worker 2	Technician 3 Traffic	$1.03
Legislative Assistant Editor	Technician 2 Engineering Office	$2.02
Librarian 3	Specification Officer 3	$3.23
Library Technician 3	Ambulance Officer 4	$1.75
Medical Assistant 2	Clerk 6 Supply	$2.07
* Museum Assistant 2	Geologist Assistant 3	$2.41

(Comparison results continued)

Nurse 2 Clinic	Specification Officer 3	$1.68
Nurse 2 General	Scientist 2	$0.54
Nurse 2 Nursing Education	Specification Officer 3	$2.27
Nurse 2 Public Health	Specification Officer 3	No adjustment
Nurse 2 Special Schools	Agricultural Worker 4	No adjustment
Nutritionist 1	Specification Officer 3	$3.89
Occupational Therapist 3	Technician 2 Engineering Office	No adjustment
Office Administration 8	Technician 1 Construction	$1.32
Operator 2 Microfilm	Maintenance Mechanic 2	$2.38
Pharmacist - Staff	Technician 4 Road Design	No adjustment
Pharmacy Technician 1	Maintenance Machinist	No adjustment
Psychiatric Nursing Assistant 2	Clerk 6 Supply	$2.07
* Psychometrist 1	Biologist 2A	$1.25
Records Officer 2	Technician 2 Engineering Office	$3.19
Residence Counsellor 2	Clerk 6 Supply	$1.34
Sewer 1	Technician 3 Traffic	$1.44
Social Worker 2	Specification Officer 3	$2.12
Speech Therapist	Specification Officer 3	$2.13
Supervisor 1 Food Services (B/U)	Technician 3 Traffic	$1.03
* Technician 1 Chemical Laboratory	Maintenance Machinist	$0.49
* Technician 2 Chemical Laboratory	Maintenance Machinist	$0.49
Technician 1(B) X-Ray	Agricultural Worker 4	No adjustment
Technologist 1 Medical Laboratory	Ambulance Officer 4	No adjustment
Translator 3	Agricultural Officer 2	$1.18
Travel Counsellor 3	Agricultural Worker 4	$2.01
Volunteer Services Assistant	Cartographer 4	$4.28
Volunteer Services Organizer	Specification Officer 3	$5.54
Welfare Field Worker 2	Technician 4 Road Design	$4.06

*** Female job class in gender neutral series**

G. Pay Equity Adjustments

The estimated payroll for 1989 OPS employees is approximately $3,856.1 million. The *Pay Equity Act* allows for adjustments to be phased in over 5 years, provided adjustment payments for all plans are no less than 1% of the total payroll from the previous 12 months.

In this plan, payouts will be completed in not more than 3 annual adjustments.

Female Job Class	Pay Equity Adjustment Retroactive to Jan. 1, 1990	Remaining Pay Equity Adjustment to be Completed not later than Jan. 1, 1992
Audiologist	$0.38	$1.74
Canteen Operator 1	$0.50	$1.00
Canteen Operator 2	$0.50	$1.00
Cartographic Technician 1	$0.00	$0.00
Cartographic Technician 2	$0.00	$0.00
Cartographic Technician 3	$0.00	$0.00
Child Care Assistant 1	$2.55	$0.00
Child Care Assistant 2	$2.55	$0.00
Child Care Worker 1	$2.55	$0.00
Child Care Worker 2	$2.55	$0.00
Child Care Worker 3	$2.55	$0.00
Child Care Worker 4	$2.55	$0.00
Cleaner 1	$0.39	$0.78
Cleaner 2	$0.39	$0.78
Cleaner 3	$0.39	$0.78
Cleaner Office Buildings	$0.68	$1.35
Community Development Officer 1	$0.06	$0.27
Community Development Officer 2	$0.06	$0.27
Community Development Officer 3	$0.06	$0.27
Cook 1	$0.32	$0.63
Cook 2	$0.32	$0.63
Cook 3	$0.32	$0.63
Counsellor 1 (Residential Life)	$0.69	$1.38
Counsellor 2 (Residential Life)	$0.69	$1.38
Counsellor 3 (Residential Life)	$0.69	$1.38
Court Reporter 1	$0.00	$0.00
Court Reporter 2	$0.00	$0.00
Court Reporter 3	$0.00	$0.00
Data Processing Technician 1	$0.11	$0.53
Data Processing Technician 2	$0.11	$0.53
Data Processing Technician 3	$0.11	$0.53
Data Processing Technician 4	$0.11	$0.53
Data Processing Technician 5	$0.11	$0.53
Data Processing Technician 6	$0.11	$0.53
Data Processing Technician 7	$0.11	$0.53
Dental Assistant	$0.00	$0.00
Dental Hygienist	$0.00	$0.00
Deputy 1 Administration of Justice	$0.17	$0.76

(Pay equity adjustments continued)

Deputy 2 Administration of Justice	$0.17	$0.76
Deputy Senior 1 Administration of Justice	$0.47	$2.16
Dietician 1	$1.20	$5.54
Economist 1	$0.49	$2.27
Economist 2	$0.49	$2.27
Employment Standards Auditor 1	$0.30	$1.41
Hairdresser	$0.52	$1.05
Helper Food Service	$0.34	$0.69
Supervisor 1 Food Service (B/U)	$0.34	$0.69
Historical Research Officer 1	$0.73	$3.35
Historical Research Officer 2	$0.73	$3.35
Home Economics Assistant 1	$0.02	$0.00
Home Economics Assistant 2	$0.02	$0.00
Home Economist 1	$0.02	$0.00
Home Economist 2	$0.02	$0.00
Home Economist 3	$0.02	$0.00
Housing Analyst 1	$0.00	$0.00
Housing Analyst 2	$0.00	$0.00
Indian Development Officer	$0.00	$0.00
Information Officer 1	$0.63	$2.89
Information Officer 2	$0.63	$2.89
Information Officer 3	$0.63	$2.89
Information Officer 4	$0.63	$2.89
Instructor 1 (Occupational)	$0.69	$1.38
Instructor 2 (Occupational)	$0.69	$1.38
Instructor 3 (Occupational)	$0.69	$1.38
Instructor 4 (Occupational)	$0.69	$1.38
Instructor 1 Recreation & Crafts	$0.69	$1.38
Instructor 2 Recreation & Crafts	$0.69	$1.38
Instructor 3A Recreation & Crafts	$0.69	$1.38
Laboratory Attendant 1	$0.44	$0.89
Laboratory Attendant 2	$0.44	$0.89
Language & Citizenship Training Specialist 1	$0.13	$0.00
Laundry Worker 1	$0.34	$0.69
Laundry Worker 2	$0.34	$0.69
Laundry Worker 3	$0.34	$0.69
Laundry Worker 4	$0.34	$0.69
Laundry Worker 5	$0.34	$0.69
Legislative Assistant Editor	$0.36	$1.66
Librarian 1	$0.57	$2.66
Librarian 2	$0.57	$2.66
Librarian 3	$0.57	$2.66
Librarian 5	$0.57	$2.66
Librarian Technician 1	$0.58	$1.17
Librarian Technician 2	$0.58	$1.17
Librarian Technician 3	$0.58	$1.17
Librarian Technician 4	$0.58	$1.17
Medical Assistant 1	$0.69	$1.38

(Pay equity adjustments continued)

Medical Assistant 2	$0.69	$1.38
Medical Assistant 3	$0.69	$1.38
Museum Assistant 2	$0.43	$1.98
Nurse 1 Clinic	$0.30	$1.38
Nurse 2 Clinic	$0.30	$1.38
Nurse 1 General	$0.10	$0.44
Nurse 2 General	$0.10	$0.44
Nurse 3 General	$0.10	$0.44
Nurse 1 Nursing Education	$0.40	$1.87
Nurse 2 Nursing Education	$0.40	$1.87
Nurse 3 Nursing Education	$0.40	$1.87
Nurse 1 Public Health	$0.00	$0.00
Nurse 2 Public Health	$0.00	$0.00
Nurse 3 Public Health	$0.00	$0.00
Nurse 2 Special Schools	$0.00	$0.00
Nurse 3 Special Schools	$0.00	$0.00
Nutritionist 1	$0.69	$3.20
Occupational Therapist 1	$0.00	$0.00
Occupational Therapist 2	$0.00	$0.00
Occupational Therapist 3	$0.00	$0.00
Office Administration 1	$0.66	$0.66
Office Administration 2	$0.66	$0.66
Office Administration 3	$0.66	$0.66
Office Administration 4	$0.66	$0.66
Office Administration 5	$0.66	$0.66
Office Administration 6	$0.66	$0.66
Office Administration 7	$0.66	$0.66
Office Administration 8	$0.66	$0.66
Office Administration 9	$0.66	$0.66
Office Administration 10	$0.66	$0.66
Office Administration 11	$0.66	$0.66
Office Administration 12	$0.66	$0.66
Office Administration 13	$0.66	$0.66
Operator 1 Microfilm	$0.79	$1.59
Operator 2 Microfilm	$0.79	$1.59
Operator 3 Microfilm	$0.79	$1.59
Operator 4 Microfilm	$0.79	$1.59
Pharmacy - Staff	$0.00	$0.00
Pharmacy Technician 1	$0.00	$0.00
Pharmacy Technician 2	$0.00	$0.00
Psychiatric Nursing Assistant 1	$0.69	$1.38
Psychiatric Nursing Assistant 2	$0.69	$1.38
Psychiatric Nursing Assistant 3	$0.69	$1.38
Psychiatric Nursing Assistant 4	$0.69	$1.38
Psychometrist 1	$0.22	$1.03
Records Officer 1	$0.57	$2.62
Records Officer 2	$0.57	$2.62
Records Officer Junior	$0.57	$2.62

(Pay equity adjustments continued)

Residence Counsellor 1	$0.45	$0.89
Residence Counsellor 2	$0.45	$0.89
Residence Counsellor 3	$0.45	$0.89
Sewer 1	$0.48	$0.96
Sewer 2	$0.48	$0.96
Social Work Assistant	$0.38	$1.74
Social Work Supervisor 1	$0.38	$1.74
Social Work Supervisor 2	$0.38	$1.74
Social Worker 1	$0.38	$1.74
Social Worker 2	$0.38	$1.74
Speech Therapist	$0.38	$1.75
Technician 1 Chemical Laboratory	$0.09	$0.40
Technician 2 Chemical Laboratory	$0.09	$0.40
Technician 1(A) X-Ray	$0.00	$0.00
Technician 1(B) X-Ray	$0.00	$0.00
Technologist 1 Medical Laboratory	$0.00	$0.00
Technologist 2 Medical Laboratory	$0.00	$0.00
Technologist 3 Medical Laboratory	$0.00	$0.00
Trainee (MRCC) Health	$0.69	$1.38
Translator 1	$0.21	$0.97
Translator 2	$0.21	$0.97
Translator 3	$0.21	$0.97
Travel Counsellor 1	$0.67	$1.34
Travel Counsellor 2	$0.67	$1.34
Travel Counsellor 3	$0.67	$1.34
Volunteer Sevices Assistant	$1.42	$2.86
Volunteer Services Organizer	$0.98	$4.56
Welfare Field Worker 1	$0.72	$3.34
Welfare Field Worker 2	$0.72	$3.34
Welfare Field Worker Probationary	$0.72	$3.34

H. Approval of Plan

For the Ontario Public Service Employees Union	For the Management Board of Cabinet
JAMES CLANCY	ELAINE MELLOR TODRES
ANDREW TODD	J. R. THOMAS
ISLA PETERS	NANCY ROBINSON
VIOLETTA CARDELLA	HEATHER HALL
JAN HOLOWKA	ED FARRAGHER
JANINE JOHNSON	MARIA SZIRAKI
MARJORIE MARTIN	DAISY PERRY
CLAIRE ROWETT	BONNIE BAKER
DIANE SENAY	
JEANNE WOOD	

Signed at Toronto this 28th day of February, 1990.